

FISCAL NOTE

HB 715 - SB 1164

January 13, 2004

SUMMARY OF BILL: Enacts the *Civil Service System for Local Governments Act of 2003* which authorizes the creation of a civil service system for any county or city which adopts the provisions of the act by a two-thirds vote of the total membership of its legislative body as follows:

- Provides for the creation, in each such city or county, of a civil service board composed of five members each appointed for three years.
- Outlines the powers and duties of the board including: investigation and enforcement of provisions; hearing appeals and complaints; establishment and maintenance of an employee roster; adoption of a classification plan for employee positions; formulation and holding of competitive tests for prospective employees and establishment from test results of a list of persons eligible for positions; establishment of a performance rating system; determination of fringe benefits of civil service employees; power to administer oaths, take depositions, and issue subpoenas.
- Provides for filling vacancies under the civil service system. Limits suspension of employees to 10 days and provides that an employee suspended for longer than 10 days is entitled to a hearing.

ESTIMATED FISCAL IMPACT:

Increase Local Govt. Expenditures - Exceeds \$100,000/Permissive

Estimate assumes:

- to the extent local governments choose to enact provisions creating a civil service system, they will experience increases in expenditures related to such system including:
 - hearing costs including legal fees, if necessary.
 - test costs including either costs for development of their own tests or purchase of standardized tests, for administering the tests and for maintaining lists of those eligible for positions.
 - board member compensation.
 - possible enhancements to employee compensation and benefits.
- the impact depends on the number and size of local governments adopting a civil service system and the policies put in place by the individual civil service boards related to compensation of board members and employees, testing procedures, and hearing procedures but is estimated to exceed \$100,000 statewide.

CERTIFICATION:

This is to duly certify that the information contained herein is true and correct to the best of my knowledge.



James W. White, Executive Director